DOCUMENT RESUME

ED 267 291 CE 043 997

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TITLE Employment and Hawaii's Elderly.
INSTITUTION Hawaii State Commission on Manpower and Full Employment, Honolulu.
PUB DATE Feb 84
NOTE 67p.
PUB TYPE Reports - Research/Technical (143) -- Statistical Data (110)

EDRS PRICE MF01/PC03 Plus Postage.
DESCRIPTORS Age Discrimination; *Aging (Individuals); *Attitudes; Demography; Early Retirement; *Employment Level; *Employment Patterns; *Employment Practices; Employment Problems; Employment Programs; Middle Aged Adults; *Older Adults; Personnel Policy; Retirement; State Programs; Work Attitudes
IDENTIFIERS *Hawaii

ABSTRACT

A study was conducted in Hawaii to determine the status of elderly persons in regard to employment, as well as attitudes toward employment of the elderly, defined in this study as aged 55 and over. Elderly persons aged 65 and over are the fastest growing segment of Hawaii's population, projected to increase from 73,700 in 1980 to 141,000 in 2000. Attitude surveys showed that older and younger groups of workers differ more within each group than they do between age groups. The survey also showed that older workers have better attendance records than the general work force; that the difference in productivity between older and younger workers is less then the difference within the ranks of any age group; that, although older managers take longer to make decisions and are more hesitant to take risks, they are more capable of evaluating information and making decisions than younger managers; and that mind set, attention, motivation, and physical state affect intellectual performance more than age does. (In addition to the information on attitudes, the report contains a profile of the elderly, information on unemployment, retirement, and employment policies and practices of and toward the elderly, a review of existing employment programs for the elderly, and a list of resource persons. Appendixes contain numerous tables of data about age as related to employment.) (KC)

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EMPLOYMENT AND HAWAII'S ELDERLY

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EMPLOYMENT AND HAWAII'S ELDERLY

Prepared by
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State Commission on Manpower and Full Employment
February 1984

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INTRODUCTION

The graying of America and increasing political influence of senior citizens have led to many efforts to raise the consciousness of the country about aging and the elderly. The Commission published Employment for Hawaii's Elderly in 1980 and decided to update the information in that report as well as look at changing indices and the influential role the elderly are playing in today's society and labor force. This report will focus on employment issues, including attitudes toward work, unemployment, barriers to employment, and retiring versus extending working life. This report will also provide a statistical profile of Hawaii's elderly in relation to employment as well as a description of employment programs available to the elderly in Hawaii.

In this report, "elderly" is defined as age 55 and over (abbreviated "55+"), because eligibility for federally-funded employment programs begins at age 55 and many reports provide data about people age 55 and older. When data sources report information for age groups other than 55+--e.g. 45+, 60+, or 65+--this study will report on the groups closest in age to 55+. "Employment" in this report is limited to jobs with earnings and does not include volunteer work.

Despite differing views found in the literature on the elderly and employment, there appears to be general agreement that both the nation and the state are aging. Because of declining birth and death rates, the number of elderly, as well as their proportion of the population, is increasing.

As Table 1 shows, by 1980 the total population of Hawaii had grown to 964,691, an increase of 52.5 percent over 1960's population of 632,722.

Table 1

Resident Population of Hawaii

	1960	1970	1980
All Ages	632,772	768,561	964,691
%	100.0	100.0	100.0
55+	66,945	97,831	161,327
%	10.6	12.7	16.7
Median	24.3	25.0	28.4

Source: Based on 1960, 1970, and 1980 Census of General Population Characteristics reports.

Table 2

Selected States' Resident Populations by Age

In thousands

State	1970 Total	1970 55+	1970 %	1970 Median Age	1980 Total	1980 55+	1980 %	1980 Median Age	% Change in Median Age
Hawaii	769	98	12.7	25.0	965	161	16.7	28.3	+13.2
Arizona	1,771	313	17.7	26.3	2,718	564	20.8	29.2	+11.0
Connecticut	3,032	572	18.9	29.1	3,108	701	22.6	32.0	+10.0
Florida	6,789	1,695	25.0	32.3	9,746	2,807	28.8	34.7	+7.4
Nevada	489	73	14.9	27.8	800	144	18.0	30.2	+8.6
New Jersey	7,168	1,392	19.4	30.1	7,365	1,658	22.5	32.2	+7.0
Pennsylvania	11,794	2,490	21.1	30.7	11,864	2,876	24.2	32.1	+4.6
Utah	1,059	154	14.5	23.1	1,461	208	14.2	24.2	+4.8
Wyoming	332	60	18.1	27.2	470	72	15.3	27.0	-0.7

Sources: U.S. Bureau of the Census, U.S. Census of Population: 1970, General Population Characteristics, final report, PC(1)-B1, United States Summary. In U.S. Department of Commerce Statistical Abstract of the United States, 1972, National Data Book and Guide to Sources, pp. 12 and 31.

U.S. Bureau of the Census, 1980 Census of Population, vol. 1, part B. In U.S. Department of Commerce, Bureau of the Census, Statistical Abstract of the United States, 1982-83, National Data Book and Guide to Sources, pp. 28-29.

In the same time period, the 55+ population rose from 66,945 to 161,327--a 141.0 percent increase. The 55+ group consituted 10.6 percent of the 1960 population and 16.7 percent of the 1980 population. The median age, which was 24.3 years in 1960, rose to 28.4 years in 1980--a gain of 4.1 years. For more detailed information, see Appendix 1.

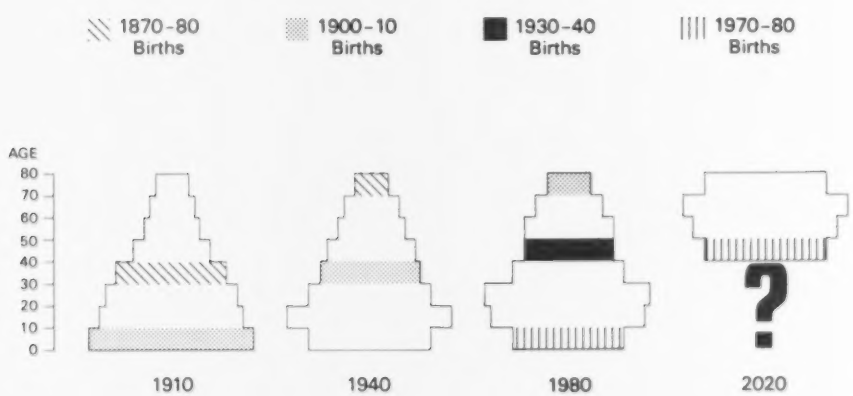
Although the state's population is definitely aging, Hawaii is still relatively young compared to the rest of the United States. According to 1980 census data, states' median ages ranged from 24.2 in Utah to 34.7 in Florida. The 10 states that had a median age below Hawaii's were, from lowest to highest, Utah, Alaska, Wyoming, Louisiana, New Mexico, Idaho, Mississippi, South Carolina, Texas, and North Dakota. Table 2 shows how Hawaii's population compares to that of selected lower and higher median-age states.

Projections made in 1978 indicate that Hawaii's population will increase 30.1 percent, from 942,300 in 1980 to 1,225,900 in 2000. These projections show a 74.4 percent expected increase in the 60+ population--more than twice the expected percentage increase in the total population. The number of residents 65+ is projected to jump from 73,700 in 1980 to 141,000 in 2000--a 91.3 percent increase. And, the number of people 75+ is expected to increase 141.9 percent--from 25,300 in 1980 to 61,200 in 2000. For greater detail, see Appendix 2.

A visual device that has long been useful in describing the population is the population pyramid (see Figure 1). The left side of

Figure 1

The National Population's Changing Age Structure



Source: William P. Butz, et. al., Demographic Challenges in America's Future (The Rand Corporation: 1982). Used with permission.

the pyramid represents males and the right, females. Bars representing the sizes of youngest to oldest age groups are stacked bottom to top. The bar graph has been shaped like a pyramid for many years because the younger groups have long outnumbered the older ones. However, this situation is changing. The post-war baby boom has formed a bulge in the pyramid--a mass that is moving toward the top--described in popular imagery as "a pig moving through a python" (Humple and Lyons, 1983, p. 16).

ATTITUDES TOWARD OLDER WORKERS

A study of the elderly and employment should consider two major sets of attitudes: those toward older people and those toward work. In the term "older worker," is the operative word "older," or is it "worker"? Are the elderly "one of them" or "one of us"? Some employment and personnel researchers recommend the creation of special employment programs for the elderly on the basis that older people face unique problems when trying to enter, re-enter, or remain in the labor force. Others recommend that programs and policies be age-neutral--that performance is the most important criterion for employment. They argue that there are greater differences among individuals within age groups in the work force than there are between age groups.

Attitudes toward work in general also influence employment policies and practices. Some social program researchers believe that extending work life is a desirable, even necessary element of the quality of life. They believe that people need to work and that work builds self esteem and independence (Fait, 1970). Others believe that work is born of economic necessity and is something from which to escape as soon as possible (e.g. Rones, 1983). Thus, a goal for some is to keep people working as long as possible, by whatever means necessary (e.g., part-time jobs, job redesign, retraining, subsidized employment, job sharing, etc.). Others want to provide ways in which people can retire early and then enjoy life--the "rest and recreation" the elderly deserve after having worked hard.

Fait (1970) maintains that various opinion groups found in American communities adversely influence the concept of work as a need. For example, recreationists "see older people only as a dependent, passive group who must have things done for them--hobbies, trips, ceramics, and folk dancing--to take up time" (p. 88). Of real estate promoters, she says, "'Isolate and Segregate' is their motto" (p. 88). They promote retirement centers--"cemetaries for the living" according to one sociologist. Social workers, Fait says, "see older people as a dependent group since their profession is to arrange people's lives" (p. 88). She accuses "educationists" of seeing all education in terms of children and refusing to recognize the vocational educational needs of adults and older persons. She describes the "social" philosophers as "a group which reacts with talk about the Puritan Ethic and Guaranteed Income when the word 'work' is mentioned" (p. 89). In her last community influence description of the youth cult, Fait accuses the media and American business of writing off the elderly and catering to youth.

Barriers to Employment

"Any approach to managing older workers should rest on an understanding that age is a poor predictor of both worker characteristics and worker performance. Our fundamental premise can be stated: There are many more differences among workers at any given age than between workers of different ages" (Humple & Lyons, 1983, pp. 8-9).

Age is the third most common basis for discrimination complaints to the Enforcement Division of the State Department of Labor and Industrial Relations (DLIR). Race and sex, the two most common complaints, accounted for 69.8 percent of the new complaints filed in FY 1981-82. Although the age complaint classification covers alleged discrimination because of both youth and old age, most complainants are age 40 to 60, according to Charles Mitsuyama, Fair Employment Specialist. Table 3 shows that age discrimination complaints represented approximately 13 percent of the new complaints filed in both FY 1979-80 and FY 1981-82 and 10 percent in FY 1980-81.

Table 3

Age Discrimination Complaints in Hawaii

	Total Age Complaints	Type of Age Complaint					Total* New Complaints
		Hiring	Discharge	Conditions	Compensation	Classification	
FY 79-80	21	2	14	5	-	-	161
FY 80-81	19	3	10	4	1	1	193
FY 81-82	27	6	19	-	-	2	208

*Includes complaints about discrimination based on race, sex, age, religion, ancestry, physical handicap, marital status, and criminal record.

Source: Department of Labor and Industrial Relations, Enforcement Division, Fair Employment Specialist's Activities Reports

Dispelling Myths About Older Workers

Health. There is little correspondence between age and health, and there is even less within the working elderly in the population than in the general population. Assuming that older workers are likely to have health problems is risky because unhealthy workers of any age are likely to remove themselves from the workplace, and because absenteeism and turnover (often associated with poor health) are less prominent among older workers than among the general workforce. Workers between ages 17 and 44 call in sick an average of 3.7 days annually. Those 45+ do so only 3.1 days annually, according to the American Council of Life Insurance (Humple and Lyons, 1983).

Productivity. The generalization that productivity declines with age is not supported by research. It has been found that the difference in productivity between younger and older workers is less than the difference within the ranks of younger workers or any one age group.

Decision-making. Studies have shown that older managers are more capable of making decisions and evaluating information than are younger managers; however, in general, older managers take longer to make decisions and are more hesitant to take risks. The question becomes not which one is a better manager, but which management style is best suited for a given position.

Intellectual functioning. Mind set, attention, motivation, and physical state affect intellectual performance more than age does.

Memory. Major factors affecting memory functioning include depression, emotional upsets, poor health, and poor nutrition. In comparison to these factors, age-related memory decline is found to be slight and have minimal effect on job performance.

Learning. Intellectual abilities, if used throughout life, are maintained in later years. Although many older employees are denied equal training opportunities "because you can't teach an old dog new tricks," they are more likely to complete their training than are younger workers. In addition, research has shown that older workers, once trained, are likely to plan to remain with their employers longer than younger trainees. Thus, the older worker's "few years left" may be longer than the time a younger worker plans to remain in the position.

Accidents. Older workers in general, even inexperienced older workers, have a better accident record than younger workers. Although certain types of accidents are more prevalent among older workers (e.g., falling or being hit by flying objects), older workers are likely to avoid situations where accidents are likely to occur.

DATA PROFILE: CHARACTERISTICS OF THE ELDERLY

Health and Activity of Hawaii's Elderly

Health Surveillance Program data from 1980 indicate that the vast majority of noninstitutionalized people age 60 and over have few disabling health problems. Only 6.2 percent of the 60+ group were retired for health reasons. "Retired for Other Reasons" was the largest group (52.9%), with "Working" at 21.3 percent and "Keeping House" at 16.9 percent. For greater detail, see Appendix 3.

The same sample showed that, within the 60+ group, 79.4 percent reported no chronic health conditions and/or no limitation of activity. Another 7.8 percent were limited, but not in major activity. Only 5.4 percent described themselves as unable to carry on major activities, and 6.3 percent were limited in amount and type of major activity. Greater detail appears in Appendix 5.

Poverty Status

Census data (1980) show that 7.8 percent of all households were below the poverty level in 1980. However, of those headed by a person 65+, only 7.3 percent were below the poverty level. The reverse was true for individuals. Of the 65+ group, 11.9 percent were below the poverty level, but only 10.0 percent of individuals of all ages were below the poverty level. Thus, it appears that people age 65+ who live alone are more likely to be poor than are those who live in households.

Occupational Distribution

According to state and federal labor department reports, compared to its proportion in the total population in Hawaii, the 65+ group is over-represented in the occupational categories: (1) managers, administrators, and executives; (2) sales workers; and (3) non-farm laborers. The older group is under-represented among: (1) professional/technical workers, (2) clerical workers, (3) service workers, and (4) craftpersons. For greater detail, see Appendix 4.

Attitudes Toward Work

Although Humple and Lyons (1983) emphasize the similarities of workers across age groups, they do point out that there are differences between older and younger employees in their respective orientations toward work. For example:

- When it comes to specific job, workplace, and company loyalty, older workers invariably show stronger commitments.

- As people approach retirement, even a strong work ethic may give way to feelings that the quality of life--including the quality of worklife--is more important than work itself.

- Social and personal motives (being with friends at work, for example, or the need to feel valuable and productive) gain strength as incentives for extending worklife.

- The economic motives for working are often reduced to the need to supplement income; a work ethic based on meeting other financial demands (raising children, paying a mortgage) diminishes.

- A sizable percentage of people approaching retirement or recently retired wish to continue working, recent research shows. Overwhelmingly, however, they do not wish to work full-time. Many, in fact, are apt to insist on greater control of when and how work is done, and thereby control the quality of the work experience (p. 25).

Participation in Labor Force

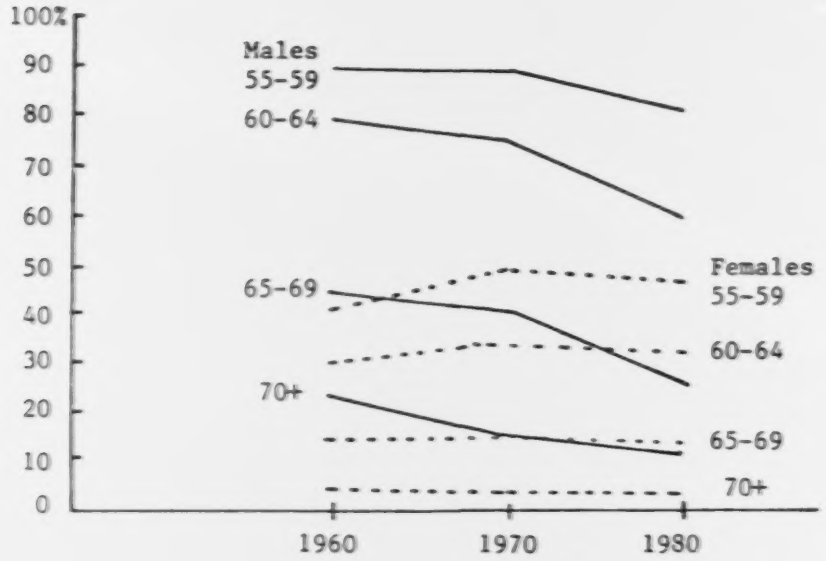
Despite the influx of women into the labor market, labor force participation rates have declined for most age groups between 1950 and 1979. However, declines are greatest for elderly males--e.g., from 86.9 percent to 73.0 percent for the 55-64 year group, and from 45.8 percent to 20.0 percent for the 65+ group. In 1950, the 55+ age groups accounted for 17.2 percent of employed persons; in 1979, they accounted for only 14.8 percent of the total. For greater detail, see Appendix 6.

Figure 2 shows that the participation rates for males age 55+ decreased between 1960 and 1970, and again between 1970 and 1980. The rates for older women generally increased between 1960 and 1970, but decreased slightly between 1970 and 1980.

Figure 2

Percent of Older Persons in the Labor Force, by Age and Sex

United States - National Data



Source: Congressional Budget Office, "Work and Retirement: Options for Continued Employment of Older Workers" (July 1982); from the Bureau of Labor Statistics and unpublished data.

Early Retirement or Extended Working Life

One decision elderly workers must make is whether to retire or extend their working lives. There are strong arguments for either choice. Researchers have identified many factors that influence this decision.

Factors that may induce people to shorten their careers include:

- The Social Security earnings test, whereby earning money reduces one's benefits (Rosow & Zager, 1980).

- Retirement and early retirement programs--including Social Security legislation, which has helped define "old age" as 65 and encouraged massive early retirement with partial payments (Humple & Lyons, 1983).

- Poor health considerations--though the health of the elderly has improved significantly.

- Competition from more females and youth in the labor force, including labor unions' preferring retirement to laying off younger workers.

- Labor unions' advocating "30 and out" pensions--i.e., retire after working 30 years.

- Employers' preference for younger workers, whom they perceive to be better and who are at lower pay levels.

The Bureau of Labor Statistics has projected a continued decline of labor force participation among the elderly. However, some researchers--including Rosow and Zager (1980), Humple and Lyons (1983), and Copperman, Keast, & Montgomery (1981), and Cole (1982)--identify some emerging forces they claim are slowing down or reversing this decline and are encouraging the elderly to remain in the work force. Some of these emerging forces are:

- Increased costs of Social Security, leading to raising the retirement age and possibly taxing benefits and reducing cost-of-living adjustments.

- The abolition of a mandatory retirement age for federal employees and the raising of the mandatory retirement age in the private sector from 65 to 70 in 1979.

- Employers' increased need to retain older workers to take advantage of their experience and "know how"--especially during times of reduced productivity.

- The elderly's need for income.

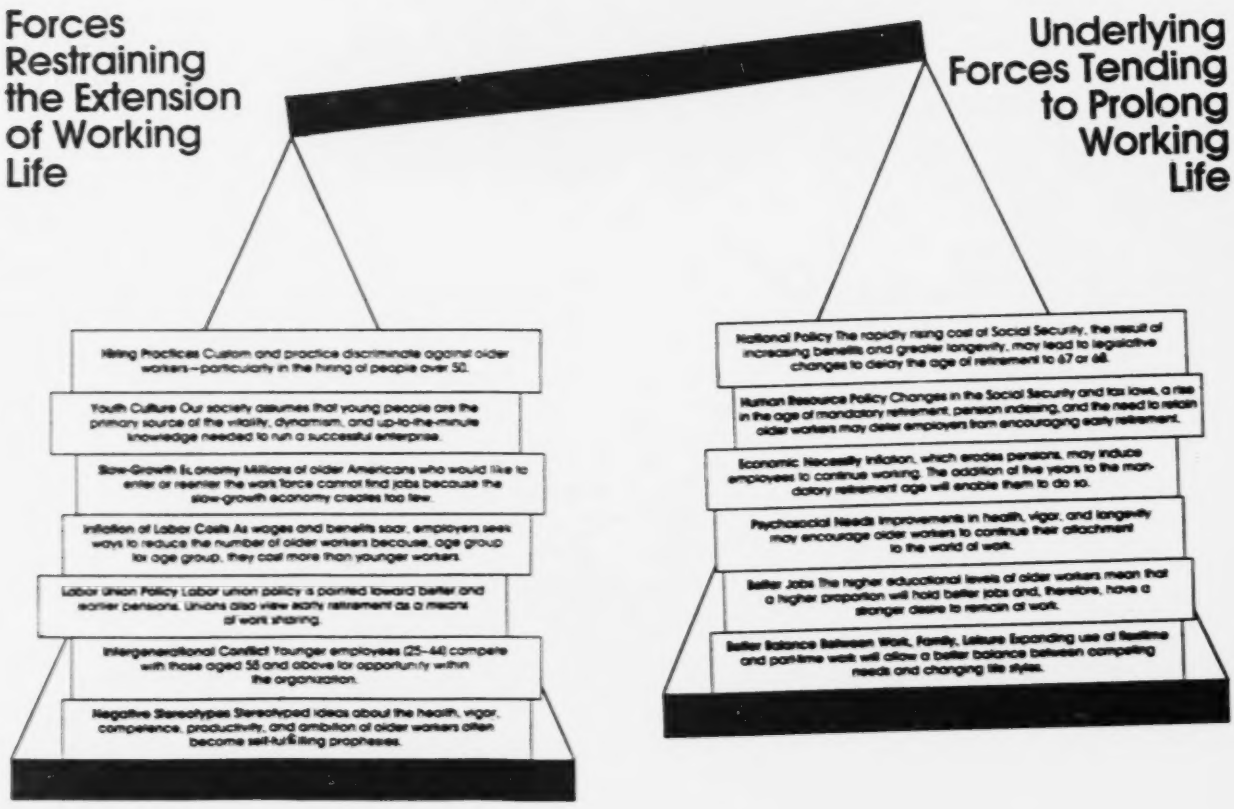
- Improved health among the elderly.

- Increased availability of part-time work and flexible hours, factors that make work more attractive to older workers than full-time jobs.

- Increased mobility that has led to the separation of generations, leaving older workers less inclined to retire and give up the social aspects of their jobs.

- The shift from manufacturing to service jobs and knowledge work and increasing automation that seem to be appropriate for continued employment for older workers.

Figure 3


Forces Restraining the Extension of Working Life
Underlying Forces Tending to Prolong Working Life
Hiring Practices Custom and practice discriminate against older workers—particularly in the hiring of people over 50.
Youth Culture Our society assumes that young people are the primary source of the vitality, dynamism, and up-to-the-minute knowledge needed to run a successful enterprise.
Slow-Growth Economy Millions of older Americans who would like to enter or reenter the work force cannot find jobs because the slow-growth economy creates too few.
Inflation of Labor Costs As wages and benefits soar, employers seek ways to reduce the number of older workers because, age group for age group, they cost more than younger workers.
Labor Union Policy Labor union policy is pointed toward better and earlier pensions. Unions also view early retirement as a means of work sharing.
Intergenerational Conflict Younger employees (25–44) compete with those aged 55 and above for opportunity within the organization.
Negative Stereotypes Stereotyped ideas about the health, vigor, competence, productivity, and ambition of older workers often become self-fulfilling prophesies.
National Policy The rapidly rising cost of Social Security, the result of increasing benefits and greater longevity, may lead to legislative changes to delay the age of retirement to 67 or 68.
Human Resource Policy Changes in the Social Security and tax laws, a rise in the age of mandatory retirement, pension indexing, and the need to retain older workers may deter employers from encouraging early retirement.
Economic Necessity Inflation, which erodes pensions, may induce employees to continue working. The addition of five years to the mandatory retirement age will enable them to do so.
Psychosocial Needs Improvements in health, vigor, and longevity may encourage older workers to continue their attachment to the world of work.
Better Jobs The higher educational levels of older workers mean that a higher proportion will hold better jobs and, therefore, have a stronger desire to remain at work.
Better Balance Between Work, Family, Leisure Expanding use of flextime and part-time work will allow a better balance between competing needs and changing life styles.

Source: Rosow and Zager, 1980 pp. 6-7.

Although competition from younger workers and unions' "30 and out" philosophy are cited as reasons for early retirement, Cole (1982) states in the AFL-CIO American Federationist that "the test of any worker should go to a person's 'functional age' rather than his or her chronological age" (p. 23).

According to Cole, although older workers may block the advance of younger workers, a 1981 Harris poll commissioned by the National Council on Aging showed that workers age 18-54 rejected the idea of requiring older workers to retire and give younger workers a better chance on the job. The same poll found that 72 percent of a sampling of management disapproved of mandatory retirement to make room for younger workers. Questionnaire responses, however, may not accurately reflect respondents' behavior or attitudes.

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Cole cites interviews with older workers indicating that they want to remain active--primarily in paying jobs, but through unpaid volunteer work if necessary. Part-time jobs are the most attractive to older workers and are preferable to total retirement. Cole reports that "three-fourths of all workers 55 and older would prefer some kind of part-time paid work--not just the extra income. They want to remain useful and active" (p. 24).

Dr. George T. Baker, Director of Drexel University's Institute on Aging, said, "The most productive possible employment of older Americans is a goal worthy of the finest effort possible by the American Labor movement" (Cole, 1982, p. 24).

Unemployment Among the Elderly

Unemployment rates are very difficult to measure among the elderly. Rones (1983) attributes the lack of research about labor market problems of older workers to their relatively low unemployment rate. He states that "most older people, particularly the large majority of their population who are outside the labor force, do not want a job. For most, retirement is either the desired reward for many years of work, a necessary result of declining health or both" (p. 3). Other researchers (e.g., Humple and Lyons, 1983) propose that a large percentage of the elderly who are not now working want a job. Data on this issue are conflicting. Two recent local surveys report different findings. These differences may be the result of varying methods of sampling or analysis; further research is necessary to identify their cause(s).

Survey Results

The Executive Office on Aging (1983) interviewed 1,108 Hawaii residents age 60+, selected from the Health Surveillance Program sample, about their need for employment services. Only 2.1 percent indicated a need for employment counseling, and of that figure, 0.4 percent reported that they had received such counseling in the past six months. The remaining 1.7 percent (1,989) had not received employment counseling in the past six months. Of the respondents not at a sheltered workshop at the time of the survey, none indicated a need for sheltered employment. Additional results indicated that there is no significant reported need for employment-related training services (i.e., any training to prepare a person for a job) or remedial training (i.e., any training other than physical therapy designed to improve the capabilities of a person whose abilities are limited--e.g., speech therapy, literacy courses, reality orientation, etc.).

Another survey, a pilot study conducted in 1983, sampled Oahu residents from the Senior Community Service Employment Program (SCSEP), senior centers, and residents age 65+ randomly selected from the files of the City and County of Honolulu Elderly Affairs Division.

A total of 290 responses were tabulated--63 (21.7 percent) from SCSEP Community Service Employment Program participants, 67 (23.1 percent)

from the senior centers, and 160 (55.2 percent) from the Honolulu random sample. Of that 290, 83 indicated that they were interested in looking for a job. Not surprisingly, a high percentage (85.7 percent) of SCSEP participants were interested in employment. However, the proportions of senior center participants (29.9 percent) and the random sample (5.6 percent) interested in working were unexpectedl high.

The most common reasons for wanting to work were "independence," "to obtain local experience" (usually reported by immigrants), "to help the economy," and "to be needed." Table 4 shows some of the reasons cited and the number and percent of respondents that cited them.

Table 4

Reasons for Wanting to Find a Job

Oahu Survey Data

	Number	Percent*
1. Independence	81	98
2. Obtain local experience	81	98
3. Help economy	76	92
4. To be needed	74	89
5. Self-fulfillment	68	82
6. Keep busy	52	63
7. Financial	13	16

*Computed as proportion of total number responding to the question--83 for this question.

Responses about the type of work desired were grouped in nine categories, as shown in Table 5. In general, most of the jobs listed were unskilled or semi-skilled positions.

Of the respondents who indicated they want to work, 87 percent reported that they believed they had the work experience needed to get the job they wanted, 85 percent thought they had the education, 81 percent thought they had the skills, and 90 percent thought they had the talent and ability.

To get the job they want, 36 percent indicated that they were willing to return to school full time to improve their English and arithmetic, 38 percent would return to school full time to obtain skills needed for the job they want, and 88 percent were willing to learn on the job.

Table 5

Type of Work Desired

Oahu Survey Data

	Number	Percent*
Total	77	100.1
Janitorial/Utility	22	28.6
Clerical	16	20.8
Social Service	8	10.4
Professional	7	9.1
Cashier	4	5.2
Health Related	4	5.2
Food Service	3	3.9
Manual Labor	3	3.9
Other	10	13.0

*Computed as proportion of total number responding to the question--77 for this question.

The reason most commonly reported for not getting the job they want was age (24 percent). Only 5 percent cited the reduction of Social Security benefits. Reasons for not accepting full-time training were lack of transportation (19 percent) and "take too much time" (11 percent). Only 4 percent cited health reasons.

Unemployment Rates

In Hawaii, Employment Security Automated Reporting System (ESARS) data show that in February 1983, 13.2 percent (1,639) of the insured unemployed were age 55+. Of that group, 55.6 percent were male and 44.4 percent were female. Compared to their respective numbers of insured unemployed, older males represent a relatively low proportion and older women represent a relatively high percentage, as shown in Table 6.

National data indicate that unemployment rates have consistently been lower among workers age 55+ than among younger workers. Table 7 shows that from 1950-1979, workers age 65+ have had higher rates of unemployment than those age 55-64, but that both of these groups have had lower unemployment rates than the workforce as a whole. Greater detail can be found in Appendix 7.

From 1950 to 1979, workers age 55+ represented a slightly larger proportion of employed persons than they did unemployed persons. Table 8 shows that the elderly's representation in the unemployed group decreased by more than 50 percent—from 15.4 percent to 7.4 percent—from 1959 to 1979. For greater detail, see Appendix 8.

Table 6

Insured Unemployed by Age: February 1983

Hawaii - Statewide Data

Age	Total	% Male	% Female
Under 22	699	61.1	38.9
22-24	1,136	65.6	34.4
25-34	4,408	63.7	36.3
35-44	2,895	62.0	38.0
45-54	1,710	54.1	45.9
55-64	1,407	54.1	45.9
65+	232	64.7	35.3
Total	12,487	60.9	39.0
55+	1,639	55.6	44.4

Source: Department of Labor and Industrial Relations, Characteristics of the Insured Unemployed, February 1983, Table 33.

Table 7

Unemployment Rates

Both Sexes	Total 16+	55-64	65+
1950	5.3	4.8	4.5
1960	5.5	4.2	3.8
1970	4.9	2.7	3.2
1979	5.8	2.9	3.4

Source: Bureau of Labor Statistics, Handbook of Labor Statistics, Bulletin 2070, December 1980, p. 67.

Table 8

Percent Distribution of Employed and Unemployed Persons by Age: 1950 - 1979

United States - National Data

	EMPLOYED					UNEMPLOYED					
	Total 16+	16-44	45-54	55-64	65+	Total 16+	16-44	45-54	55-64	65+	55-
1950	99.9	64.1	18.6	12.3	4.9	100.0	70.1	14.5	11.2	4.2	15.4
1960	100.1	60.1	21.6	13.7	4.7	99.9	70.5	15.9	10.3	3.2	13.5
1970	100.0	61.1	21.0	13.9	4.0	100.0	78.3	11.6	7.6	2.5	10.1
1979	100.1	68.3	17.0	11.7	3.1	100.0	83.5	9.1	5.7	1.7	7.4

Source: Bureau of Labor Statistics, Handbook of Labor Statistics, Bulletin 2070, December 1980, pp. 40 and 63.

According to Rones (1983), since the early 1970s the unemployment rate for men age 55+ has been lower than the rate for men age 25-54, in part because:

- Most older men who continue to work are not employed by cyclically-sensitive industries--e.g., durable goods manufacturing and construction--that are hard-hit by recessions.

- Older workers in industries most prone to layoff often are protected by their seniority under collective bargaining agreements.

- Older workers who are eligible for pensions or Social Security may find labor force withdrawal more attractive than a long job search. Although younger workers may also prefer to withdraw from the labor force, they are less likely than their older counterparts to have alternative sources of income.

- Employers may offer older workers financial inducements to retire so that the organization can avoid laying off younger workers or save on labor costs.

The relatively low rates of unemployment seen among the elderly in recent years may mask the problems of those who need to find a job if they become unemployed and the job market alienation that leads to labor force withdrawal.

The unemployment rate for older women has consistently been several points below that for women age 25-54. Possible reasons include:

- Many older women workers have a marginal attachment to the labor force (i.e., not the strong career orientation many younger women have today) that has led them to withdraw when they become unemployed or to postpone job searches during poor job markets.

- Older women who have a permanent, full-time job are even less likely than older men to be in cyclically-sensitive jobs and are often protected from job loss by their seniority.

Older workers are less likely than their younger counterparts to quit their jobs. Not only are new jobs often difficult to find, but also long-term employees may face a cut in earnings, loss of seniority, and loss of accrued pension benefits. Labor force re-entry from earlier retirement and job loss are the two main reasons for unemployment among men age 65 and older. Among women, older employees have a lower probability of quitting, are less likely to lose jobs, and have a lower rate of re-entry into the labor force than younger employees.

Duration of Unemployment

The Bureau of Labor Statistics reports duration of unemployment as a cross-section of the unemployed prior to completion of their spells of unemployment. Table 9 shows that in 1979 and 1981, both mean and median durations consistently rose until age group 55-64 and then decreased in the 65+ group.

Table 9

Duration of an "In-Progress" Spell of Unemployment, by Sex: 1979 and 1981 Annual Averages

United States - National Data

	1979 Weeks		1981 Weeks	
Age	Mean	Median	Mean	Median
16 to 19	7.4	4.3	9.2	4.8
20 to 24	9.7	5.1	13.0	6.8
25 to 34	11.1	6.1	14.8	7.8
35 to 44	13.3	6.8	16.0	8.4
45 to 54	14.5	7.5	16.9	8.9
55 to 64	17.0	8.2	18.3	9.5
65 and over	16.1	7.8	16.0	7.0

Source: Rones, 1983, p. 5.

These in-progress spell data may not accurately measure the duration of a completed spell of unemployment. An estimate of the average length of a completed spell of unemployment for older workers can be derived from "gross change" and cross-sectional data from the Current Population Survey (CPS). This method entails matching responses of individuals to form a brief longitudinal study of their changing labor force status.

Using data from 1968 to 1981, the estimated durations of completed spells of unemployment for men age 25-44 and 60 and older are very close--10.3 weeks and 9.2 weeks, respectively (see Table 10). The two groups of women also show similar durations of completed spells of unemployment, though the 25-44 age group averages 7.7 weeks and the 60+ group averages 8.3 weeks.

Table 10

Probabilities of an unemployed person being employed (E), not in the labor force (N), and unemployed (U) in the following month, and the expected duration of a completed spell of unemployment, by sex and selected age groups, 1968-81 annual averages.

Year	Men, 25 to 44 years				Men, 60 years and over			
	Probabilities of labor force movements			Expected duration completed spell (in weeks)	Probabilities of labor force movements			Expected duration completed spell (in weeks)
	pUE	pUN	pUU		pUE	PUN	pUU	
Total[1]	.327	.089	.584	10.3	.194	.275	.531	9.2
1968	.519	.096	.385	7.0	.289	.333	.377	6.9
1969	.497	.105	.398	7.1	.296	.357	.347	6.6
1970	.393	.074	.533	9.2	.229	.215	.556	9.7
1971	.351	.084	.566	9.9	.208	.260	.532	9.2
1972	.361	.096	.543	9.4	.196	.279	.525	9.1
1973	.369	.111	.520	9.0	.195	.323	.481	8.3
1974	.340	.088	.572	10.0	.177	.255	.567	9.9
1975	.284	.075	.642	12.0	.147	.221	.632	11.7
1976	.283	.085	.631	11.7	.172	.267	.561	9.8
1977	.312	.087	.602	10.8	.143	.281	.576	10.1
1978	.343	.097	.559	9.8	.209	.327	.464	8.0
1979	.335	.102	.563	9.8	.175	.280	.545	9.5
1980	.294	.084	.622	11.4	.206	.258	.535	9.2
1981	.277	.092	.631	11.7	.188	.266	.552	9.6
	Women, 25 to 44 years				Women 60 years and over			
Total[1]	.253	.306	.441	7.7	.193	.325	.483	8.3
1968	.356	.422	.222	5.5	.274	.452	.274	5.9
1969	.330	.412	.257	5.8	.296	.463	.241	6.5
1970	.274	.340	.386	7.0	.211	.296	.493	8.5
1971	.241	.333	.426	7.5	.188	.341	.470	8.1
1972	.260	.336	.404	7.2	.172	.299	.529	9.1
1973	.280	.350	.270	5.9	.246	.377	.377	6.9
1974	.298	.370	.332	6.4	.222	.284	.494	8.5
1975	.206	.271	.522	9.0	.153	.285	.562	9.8
1976	.210	.286	.505	8.7	.142	.307	.551	9.6
1977	.245	.293	.462	8.0	.165	.322	.512	8.8
1978	.270	.295	.435	7.6	.177	.313	.510	8.8
1979	.274	.289	.437	7.6	.172	.345	.483	8.3
1980	.248	.273	.479	8.3	.202	.310	.488	8.4
1981	.217	.254	.529	9.1	.171	.314	.514	8.8

[1]The total is calculated by dividing the sum of all persons with a particular pair of labor force conditions (ue, for example) using annual averages for the 14 years, by the total number of unemployed persons (annual averages) for those years: $pUE\ (total) = \sum_{1968}^{1981} U_{(t-1)}E_{(t)} / \sum_{1968}^{1981} U_{(t-1)}$ where t is the current month and t-1 the previous month.

Source: Ranes, 1983, p. 6.

Although the computed probabilities of escape from unemployment are similar for the two age groups, their methods of escape differ greatly. The probability of an older man's withdrawing from the labor force is three times that of a younger man. Conversely, the probability of a younger man's finding employment (.327) is considerably greater than that of an older man (.194). For women, the older and younger groups have similar probabilities for withdrawing from the work force (.325 and .306, respectively), but younger women have a higher probability of finding employment than do older women.

Table 11 shows that eliminating labor force withdrawal as an option for ending unemployment increases the expected duration of unemployment for younger men by less than two weeks and increases it by seven weeks for older men. For women, the younger group has four weeks added to the expected duration of unemployment, and the older group is seven weeks higher.

Table 11

Expected Duration of a Completed Spell of Unemployment for Persistent Jobseekers (Those Who Find Employment) By Sex, for Selected Age Groups, 1968-81.

United States - National Data

(In weeks)

	Men		Women	
	Age 25 to 44	Age 60 and over	Age 25 to 44	Age 60 and over
Total	12.0	16.1	11.8	15.1
1968	7.5	9.9	7.0	8.6
1969	7.7	9.3	7.7	7.8
1970	10.1	14.7	10.4	14.3
1971	11.2	15.3	11.9	15.1
1972	10.8	15.8	11.0	17.5
1973	10.4	14.9	8.4	10.9
1974	11.5	18.1	9.1	13.9
1975	14.0	22.8	15.2	20.1
1976	13.9	18.3	14.6	21.0
1977	12.6	21.6	12.4	17.6
1978	11.3	13.8	11.2	16.7
1979	11.5	17.7	11.2	16.4
1980	13.4	15.5	12.6	14.7
1981	14.1	16.9	14.8	17.2

Source: Rones, 1983, p.7

Because unemployment duration data are reported differently in Hawaii, they are not directly comparable to national data. In Hawaii, the number of insured unemployed is reported by age category and unemployment duration category—i.e., 1-4 weeks, 5-15 weeks, and 15+ weeks. Although mean and median number of weeks unemployed cannot be computed from these data, Figure 4 shows that duration of unemployment is likely to increase with age. Contrary to national reports, duration of unemployment appears to increase among insured unemployed age 65+ in Hawaii. For more detailed information, see Appendix 9.

Figure 4

Characteristics of Insured Unemployed - Age by Duration

Hawaii - Statewide Data

	1-4 Weeks	5-14 Weeks	15+ Weeks
Under 22	32%	37%	30%
22-24	28%	39%	33%
25-34	27%	38%	35%
35-44	26%	36%	38%
45-54	26%	38%	37%
55-64	24%	36%	40%
65+	17%	24%	59%
55+	23%	34%	43%
Total	26%	37%	36%

Source: Department of Labor and Industrial Relations, Employment Security Automated Reporting System, February 1983, Table 66.

Employment Services to the Unemployed

Employment Security Automated Reporting System (ESARS) data show that a total of 49,358 employment service applicants were available from October 1, 1982, through May 31, 1983. The 55+ age group accounted for the fewest applicants—4,152 (8%). Only 6 percent of that group was provided with some service. Only 5 percent of the referrals went to people age 55+, and these people had the lowest job placement rate—5 percent of all placements. However, when number of referrals is compared to number of placements, the 55+ group ranks second of the four groups, with a rate of 34.3 percent. For more detailed information, see Appendix 10.

Job Search Methods, 1972-1979

Job search methods varied only slightly across age groups nationally. The 55+ group was slightly less likely than younger groups to contact employers directly and slightly more likely to make contacts through friends and relatives. Approximately 25-30 percent of all age groups reported using a public employment agency. Appendix 11 shows this information in greater detail.

Placement Wage Rates

Of the 383 Hawaii State Employment Service applicants age 55+ placed between October 1, 1982, and May 31, 1983, half were in the $3.35 - $3.85 hourly wage range, and only five were in the $6.50 - $6.99 range. In this age group, only 30 percent of the applicants were placed in jobs paying $5.00 or more per hour. In the 20-39 and 40-54 age groups, however, placements at $5.00 or more per hour accounted for 32 percent and 47 percent, respectively. See Appendix 12 for greater detail.

Worker Discouragement

To be classified as a discouraged worker in the CPS, an individual must be reported as wanting a job and not looking for work for one or more of the following five reasons, but no others:

- believes no work is available in line of work or area;
- couldn't find any work;
- lacks necessary schooling, training, skills, or experience;
- believes employers think worker is too old or too young; or
- has other personal handicap in finding a job.

Bureau of Labor Statistics (BLS) publications classify the first two categories as job market factors and the latter three as personal factors. Personal factors accounted for 56 percent of worker discouragement in the 65+ age group in 1981, according to the CPS. In addition, the 65+ group was less likely than younger groups to have worked recently, and many in the older group had no plans to look for work in the near future.

Analysis of Labor Force Participation

The reported loose attachment of older people to the job market may be the result of various influences that inhibit their participation in the marketplace. Some examples include: 1) retirement alternatives that limit the amount and extent of job search, and (2) a labor market perceived to be unresponsive to the needs and preferences of older workers.

Although most older retirees do not want to work or cannot work for health reasons, there may be a significant number of potential workers who are hidden from the labor market statistics because they have withdrawn from the labor force (Rones, 1983). A survey of retirees from three large corporations showed that their main reason for not looking for work is that "it doesn't pay," reflecting low anticipated wages, poor fringe benefits, and the Social Security earnings limitation.

The unemployment rate understates the difficulties that older workers face in the job market. "The limited opportunities for older workers are not inconsistent with low unemployment rates--to some extent they are their cause" (Rones, 1983, p. 10). That is, low unemployment rates may reflect high labor force withdrawal rates instead of high employment rates and abundant employment opportunities for the elderly.

Labor Market Projections

Although the aging of the population is commonly recognized, there is little agreement about the effects this change will have on the work force and labor market. There is an increasing bottleneck at middle and upper management and professional levels that is caused by the aging of the population, the baby boom, etc. This situation indicates "...that population changes are combining with other events to influence dramatically the 'fit' between the organization's needs and the availability (surpluses and deficiencies) of human resources" (Humple & Lyons, 1983, pp. 16-17).

Projections and predictions about the elderly in the labor force are "best guesses." Demographic and labor force changes are influenced by many factors that involve high levels of uncertainty. In addition, although age-related differences in job preferences, work attitudes, and work behaviors are recognized, their etiology is unknown.

A common belief is that lower birth and labor force participation rates will continue, resulting in a great demand for older workers. Morrison (1983) disagrees. His findings suggest that, although the number of younger labor force entrants will decline, there may be no significant increase in the demand for workers over age 65. Over the next 30 years, the growth of the middle-aged to older work force will be the most important characteristic of the future labor market, and Morrison predicts that older workers will have difficulty competing successfully against the largest group of middle-aged workers in U.S. history.

Older Worker Employment Policies and Practices

"In the United States, many of the elderly are being underutilized as a productive resource, and the number of retirees and others dependent on those in the labor force is increasing" (Humple & Lyons, 1983, p. 15). Worker scarcities and surpluses, crises in pension systems, and increasing legal and regulatory pressures are motivating employers to write and implement older worker policies. Some corporations offer only pre-retirement planning; others offer extended pension accruals, full benefits, retraining, and a variety of alternative work arrangements for employees beyond normal retirement age.

"Despite these advances, policy statements addressing age-related issues (other than retirement or pensions) are rare and for the most part, grossly inadequate. Only a small percentage of American organizations have adopted formal policies for pre-retirement and retired workers, and even rarer are policies that reflect a positive philosophy regarding the extended employment of older workers" (Humple & Lyons, 1983, pp. 29-30). Frequent assessment of work preferences is necessary to the development and implementation of effective personnel policies and practices. Effectiveness includes forestalling job obsolescence and the advent of midlife crisis as well as maintaining high performance levels throughout an employee's career (Rhodes, Schuster, & Doering, 1981). "Increasingly, personnel and benefit policies will need to be designed for distinct workforce subgroups, rather than the 'typical' young, male breadwinners" (Copperman, Keast, & Montgomery, 1981, p. 35). Employers should carefully consider older workers' needs and preferences before developing new programs and policies to accomodate or encourage new retirement patterns.

Part-time Employment

Copperman, Keast, & Montgomery (1981) reported that a survey of 900 age 50+ employees of a large, Western U.S. high-technology company showed that:

- Approximately two-thirds of the respondents would consider part-time work as a transition from full-time work to retirement.
- The appeal of part-time work before retirement varies significantly by the type of worker, income, length of service with the organization, and age. Managers, craft workers, and professionals were most interested in part-time work, a higher percentage of men than women wanted part-time jobs, and the higher income workers reported more interest in part-time work than did lower income workers.
- Many respondents preferred full-day, part-week schedules to the more prevalent part-day, full-week schedules.
- Older workers may stop working or change employers if they cannot receive pension benefits while switching to a part-time schedule.

Organization and Job Design

The design of both the organization and the job influences an employer's ability to provide opportunity for advancement and growth of employees. A low-structured organization design (i.e., one with a short "chain of command") is effective when individuals have relatively high self esteem, need for achievement, autonomy, and self-realization. Such individuals are expected to predominate in organizations of the future, especially in high technology industries.

Redesigning the organization requires redesigning individual jobs as well. An eclectic approach, fostering the development of multiple skills, is recommended over encouraging individuals to become proficient at a narrow skill. "Job redesign based on multiple skills and continued learning might also be used to reduce the number of entry level positions in organizations. Also, job rotation might be explored as a means of maintaining the flexibility of employees and encouraging the development of new skills" (Rhodes, Schuster, & Doering, 1981, p. 20).

Job redesign may also be useful in reducing occupational accident rates. Pressure on older workers to perform jobs that require physical activities beyond their capabilities increases the risk of accidents; jobs designed to be within the physical capability of older workers are likely to be safer. This job redesign may be seen as downward movement, which has been strongly associated with poor performance. However, the expected bulge of the middle age population may require redefinition of success and career growth. The success norm may then be changed from promotion to flexible movement, either vertically or laterally, and a pattern of life-long learning.

Training, Career Planning and Development

Retraining of older workers may be necessary:

- if they are in occupations with high rates of obsolescence;
- if they require a transfer from jobs beyond their physical capabilities; or
- to develop safe job behaviors to enable workers with declining physical capabilities to remain in their same jobs.

The method of training employees is also important--e.g., programmed teaching has been shown to be particularly effective in teaching older workers.

"Pre-retirement programs probably will increasingly be instituted by organizations to ease the transition to retirement. These programs, including pre-retirement counseling, will be needed at earlier ages to prepare workers for the social, economic and emotional impact of retirement" (Rhodes, Schuster, & Doering, 1981, p. 22).

REVIEW OF EXISTING EMPLOYMENT PROGRAMS

A number of programs are available to Hawaii's elderly to assist them in obtaining employment and training. Some programs are employment oriented; others, such as the Retired Senior Volunteer Program (RSVP) and Foster Grandparents, focus on stipend volunteer opportunities for the elderly. Both subsidized and unsubsidized jobs are available through various programs. This section of the report includes descriptions of some organizations and programs that offer some form of employment service or employment activity.

Senior Community Service Employment Program (SCSEP)

This program, targeted for the elderly under Title V of the Older Americans Act, provides subsidized, part-time employment and related supportive services to economically disadvantaged persons age 55+ who have poor employment prospects. Program participants are placed in jobs in existing social service delivery efforts that otherwise could not be provided through existing local resources.

To comply with federal regulations, project sponsors must place special emphasis on jobs that provide direct services to low-income elderly, the elderly in general, and persons who are economically disadvantaged. Program operators try to place enrollees in work sites that have good potential for unsubsidized employment, and host agencies are encouraged to hire SCSEP participants as a part of their regular staffs. The goal for placement in unsubsidized jobs is 15 percent of total enrollees.

SCSEP is administered on Oahu by the Honolulu Community Action Program, Inc. (HCAP) with the Department of Social Services and Housing, which operates the Senior Companion and Respite programs. On the neighbor islands, the administering agencies are the Hawaii County Office on Aging, Kauai Senior Centers, Inc., and Maui Economic Opportunity, Inc. Appendix 13 shows both funding and enrollment levels for these agencies from July 1, 1981 through August 30, 1983.

Hana Kupuna

Through Hana Kupuna ("Working Elders"), the DLIR and HCAP are working to assist the elderly (age 55+) and limited English-speaking in finding employment. The Hana Kupuna program provides Oahu Employment Service offices with senior job developers who have been trained to work with employers, counsel elders who are seeking employment, and screen and place job applicants. Outreach to employers is an extremely important part of the work done by Hana Kupuna. Program objectives include:

- To sensitize employers regarding the potential and skills of the elderly and limited English-speaking population.

- To inform employers regarding the services of the DLIR, particularly as they impact on hiring of these disadvantaged and underutilized workers.

- To place elderly and limited English-speaking applicants in appropriate jobs to meet employers' needs through: (1) personalized screening of applicants for employers, and (2) follow-up to ensure a good match between employer and employee.

The final report for 1982 indicated 1,422 clients served, 1,917 employer contacts, 1,144 referrals, and 177 placements. The report concluded:

- Elderly people can be trained and used productively in serving other elderly in such a specific need as employment counseling and placement.

- The use of such workers can be meshed successfully with the regular employment services of the community.

- Older persons not only need these services but respond in large numbers to the services offered.

- Employers have been responsive despite the severely depressed job market.

- The project has provided solutions to employment needs in a significant number of instances.

Forty Plus of Hawaii

Forty Plus of Hawaii is a non-profit corporation designed to assist its members in placing themselves in positions where their experience and training will benefit both an employer and themselves. The organization, founded in 1971 in Hawaii, is based on a concept that originated in the 1930s on the Mainland.

The Forty Plus program consists of two major components: (1) job search skills, including self assessment, resume writing, and interviewing skills; and (2) leads to job opportunities. A monthly bulletin containing brief profiles of all members is sent to more than 300 potential employers.

Membership qualifications for Forty Plus require that a candidate:

- Be actively seeking new employment.

- Be at least 40 years old.

- Have a college education or the equivalent experience.

- Have been in an executive or professional position prior to membership.

- Provide detailed business references attesting to personal competence, character and performance.

- Be carefully screened by personal interviews and approved by the membership.

- Demonstrate ability and skills by active contribution to operations of the organization.

To join Forty Plus of Hawaii, candidates must pay a $15 application charge and a $100 initiation fee. Active members--i.e., those not employed full time--pay $25 each month and work one day each week in the organization's office. Associate members, who are employed full time, pay $50 each month.

In 1982, there were 52 first-time active members, five of whom were women. The median age was 50 years, with a range from 40 to 60 years. Of those employed in 1982, approximately 40 percent got the job lead from Forty Plus. The median time between joining the organization and finding employment was 13 weeks.

Job Training Partnership Act (JTPA) Programs

The Job Training Partnership Act of 1982 replaced the Comprehensive Employment and Training Act (CETA) and is designed to prepare youth and unskilled adults to enter the labor force. The primary purposes of these job training programs are to increase employment and earnings of program participants and reduce welfare dependency. Emphasis is on government and the private sector working together to prepare and place participants in private industry. Participants must be economically disadvantaged or face other serious barriers to employment. One such group is older workers, defined in JTPA as age 55+.

Many JTPA programs are open to older workers. In addition, Section 124 of the Act allots three percent of Title IIA money in each state to training programs for older individuals. These funds, under direct control of the governor, total $130,500 for Hawaii for the period from October 1, 1983 through June 30, 1984. These funds will be allocated to the State's four service delivery areas (SDAs) according to the Community Action Program's 1975 census update of the economically disadvantaged.

Section 124(c) specifies that "The Governor shall give consideration to assisting programs involving training for jobs in growth industries and jobs reflecting the use of new technological skills. Plans for these training programs are now being developed.

SUMMARY AND RECOMMENDATIONS

Introduction

Because of increasing interest in aging and the elderly, the State Commission on Manpower and Full Employment decided last year to update one of its earlier reports, Employment for Hawaii's Elderly, published in 1980. Findings from extensive research led to a change of focus and this new study, Employment and Hawaii's Elderly.

Background

The elderly, defined in this report as age 55 and over, are the fastest growing segment of the population. They have grown from 10.6 percent of Hawaii's population in 1960 to 16.7 percent in 1980. The number of residents age 65+ is projected to increase from 73,700 in 1980 to 141,000 in 2000—a 91.3 percent increase.

The population as a whole must recognize the growing influence and impact of its elderly. Senior citizens are expanding their social and political organized activities as well as their memberships.

Work is an important area of life for most people. Employment not only is an economic issue for some elderly but also fulfills a social need of worth and well-being for many.

Attitudes Toward Older Workers

To paraphrase the cartoon character Pogo: "We have met the elderly, and they is us." Research has shown that older and younger groups of workers differ more within each group than they do between age groups. Research findings also indicate that many of the reasons cited for removing the elderly from the work force are not based on facts. For example, the evidence shows that:

- Older workers have better attendance records than the general work force.
- The difference in productivity between younger and older workers is less than the difference within the ranks of younger workers or of any one age group.
- Although older managers take longer to make decisions and are generally more hesitant to take risks, they are more capable of making decisions and evaluating information than are younger managers.
- Mind set, attention, motivation, and physical state affect intellectual performance more than age does.

- Age-related memory decline is slight compared to other factors such as depression, emotional upsets, poor health, and poor nutrition.

- Intellectual abilities, if used throughout life, are maintained in later years.

- Older workers in general, even inexperienced older workers, have a better accident record than younger workers.

Thus, the research shows that older workers are not a homogeneous group that should be relegated to retirement. Although research refutes this conclusion, these myths are accepted by many employers and by some elderly themselves.

RECOMMENDATION

ALL EMPLOYERS AND MANAGERS, PUBLIC AND PRIVATE, SHOULD LEARN TO RECOGNIZE AND ACCEPT AGING AS A PART OF THE PROCESS OF HUMAN DEVELOPMENT AND PROVIDE THE ELDERLY WITH THE OPTION TO WORK IN TRADITIONAL OR ALTERNATIVE WORK ARRANGEMENTS, IF THEY SO CHOOSE.

Older Worker Policies

Social Security and private pensions are clearly having a difficult time supporting the rising number of retirees. Labor force participation rates for males age 55-64 decreased from 89.6 percent in 1947 to 73.0 percent in 1979. This decline has been partially offset by an increase in labor force participation rates of women age 55-64 - from 24.3 percent in 1947 to 41.9 percent in 1979. Although predictions of labor force participation among the elderly vary, both government and private industry should recognize that aging of the workforce is causing changes in employees' needs. Alternative designs of organizations and jobs should be investigated and implemented where appropriate.

Policy statements addressing age-related issues other than retirement or pensions are rare. Worker scarcities and surpluses, crises in pension systems, and increasing legal and regulatory pressures are motivating employers to write and implement older worker policies. Some corporations offer only pre-retirement planning; others offer extended pension accruals, full benefits, retraining, and a variety of alternative work arrangements for employees beyond normal retirement age.

Effective older worker policies can forestall obsolescence of job skills and the advent of midlife crisis as well as maintain high performance levels throughout an employee's career. Personnel policies should be redesigned for distinct work force subgroups instead of for the young, male breadwinners. Employers should carefully consider older workers' needs and preferences before developing new personnel programs and policies.

Examples of alternative personnel policies or programs for older workers include:

- Part-time employment either as a permanent option or as a transition to retirement.
- Organization redesign to enhance self esteem, achievement, autonomy, and self-realization.
- Job redesign fostering the development of multiple skills and the reduction of occupational accident rates.
- Retraining of older workers who: (a) are in occupations with high rates of obsolescence, (b) require a transfer from a job beyond their physical capabilities, or (c) need to develop safe job behaviors to enable workers to remain in their same job despite their declining physical capabilities.
- Pre-retirement programs and counseling to ease the transition to retirement.

RECOMMENDATION

EMPLOYERS, BOTH PUBLIC AND PRIVATE, SHOULD INVESTIGATE, DEVELOP, IMPLEMENT, AND EVALUATE PERSONNEL POLICIES THAT REFLECT A POSITIVE PHILOSOPHY REGARDING THE EXTENDED EMPLOYMENT OF OLDER WORKERS IN TRADITIONAL OR ALTERNATIVE WORK ARRANGEMENTS..

Information Needs

While compiling data for this study, the Commission found a lack of high quality, consistently-reported information about the elderly. Age groupings and definitions of "elderly" vary, making comparisons of sources and analyses of trends or changes impossible. In addition, many types of information (e.g., worker discouragement rates and reasons for withdrawal from the labor force) are not regularly reported by age.

The increasing number of elderly alone would seem to indicate a need for revision of many standardized report forms to include age breakouts. To plan and evaluate policies and programs effectively, more and better information is needed about the elderly.

RECOMMENDATION

GOVERNMENT AGENCIES THAT ARE RESPONSIBLE FOR COLLECTING AND MAINTAINING INFORMATION--SUCH AS THE DEPARTMENT OF HEALTH, THE EXECUTIVE OFFICE ON AGING, AND THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS--SHOULD REVIEW AND REVISE THEIR REPORTS TO INCLUDE MORE AND CONSISTENTLY-REPORTED INFORMATION ABOUT THE ELDERLY.

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RESOURCE PERSONS

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APPENDICES

APPENDIX I

HAWAII POPULATION BY AGE AND SEX: 1950-1980

TOTAL	1950	1960	1970	1980
All Ages	499,794	632,772	768,561	964,691
Under 20	200,045	272,579	302,302	312,221
20 - 44	209,203	233,698	284,176	396,699
45 - 49	25,143	33,485	46,199	45,240
50 - 54	18,906	26,065	38,053	49,204
55 - 59	13,925	22,012	30,343	47,383
60 - 64	12,153	15,771	23,372	37,794
65 - 69	8,428	10,959	17,658	29,153
70 - 74	5,971	8,688	11,831	20,222
75+	6,020	9,515	14,627	26,775
55+	46,497	66,945	97,831	161,327
Median	24.9	24.3	25.0	28.3

MALE	1950	1960	1970	1980
All Ages	273,895	338,173	399,205	494,683
Under 20	103,312	141,742	155,312	161,691
20 - 44	117,208	123,601	147,844	207,373
45 - 49	15,353	19,567	23,347	21,589
50 - 54	10,704	15,876	19,620	23,298
55 - 59	7,445	13,103	17,037	23,502
60 - 64	7,491	8,572	13,791	18,871
65 - 69	4,979	5,527	9,671	15,384
70 - 74	3,665	5,021	5,781	10,991
75+	3,738	5,164	6,802	11,984
55+	27,363	37,387	53,082	80,732
Median	26.2	24.5	24.7	27.6

APPENDIX I (Continued)

FEMALE	1950	1960	1970	1980
All Ages	225,899	294,599	369,356	470,008
Under 20	96,733	130,837	146,990	150,530
20 - 44	91,995	110,097	136,332	189,326
45 - 49	9,790	13,918	22,852	23,651
50 - 54	8,202	10,189	18,433	25,906
55 - 59	6,480	8,909	13,306	23,881
60 - 64	4,662	7,199	9,581	18,923
65 - 69	3,449	5,432	7,987	13,769
70 - 74	2,306	3,667	6,050	9,231
75+	2,282	4,351	7,825	14,791
55+	19,179	29,558	44,749	80,595
Median	23.6	24.1	25.5	29.1

AGE 55+ BY SEX 1950 - 1980

	Total	Male	%	Female	%
1950	46,497	27,363	58.8	19,179	41.2
1960	66,945	37,387	55.9	29,558	44.2
1970	97,831	53,082	54.3	44,749	45.7
1980	161,327	80,327	50.0	80,595	50.0

	1950	1960	1970	1980
Total	46,497	66,945	97,831	161,327
Male	27,363	37,387	53,082	80,732
Female	19,179	29,558	44,749	80,595

	1950	1960	1970	1980
55+	46,497	66,945	97,831	161,327
Total	499,794	632,772	768,561	964,691
% 55+	9.3	10.6	12.7	16.7

Source: Compiled from data from the U.S. Bureau of the Census, Census of the Population, General Population Characteristics, Hawaii.

APPENDIX 2

HAWAII POPULATION PROJECTIONS: 1980 - 2000
AND PERCENT INCREASE OVER 1980 CENSUS

Age	1980	1985	1990	1995	2000
All Ages	942,300	1,020,900	1,091,500	1,163,800	1,225,900
% Increase over 1980		8.3	15.8	23.5	30.1
60 - 64	37,000	41,500	43,800	47,800	52,100
% Increase over 1980		12.2	18.4	29.2	40.8
65 - 69	28,200	34,000	37,800	40,800	43,400
% Increase over 1980		20.6	34.0	44.7	53.6
70 - 74	20,200	25,500	30,000	33,500	36,500
% Increase over 1980		26.2	48.5	65.8	80.7
75 - 79	13,400	17,400	21,600	25,200	28,100
% Increase over 1980		29.9	61.2	88.1	109.7
80 - 84	7,300	10,000	13,000	15,900	18,400
% Increase over 1980		37.0	78.1	117.8	152.1
85+	4,600	6,800	9,300	12,000	14,700
% Increase over 1980		47.8	102.2	160.9	319.6
60+	100,700	135,200	155,500	175,200	143,100
% Increase over 1980		22.1	40.5	58.3	74.4
65+	73,700	93,700	111,700	127,400	141,000
% Increase over 1980		27.1	51.6	72.9	91.3
75+	25,300	34,200	43,900	53,100	61,200
% Increase over 1980		35.2	73.5	109.9	141.9

Includes military personnel & their dependents.

Sources: Department of Planning and Economic Development, State of Hawaii Data Book 1979, Honolulu, 1979; Revised Population & Economic Projections, March 1978, p. 5.

APPENDIX 3

SELF ESTIMATE OF USUAL ACTIVITY BY AGE: 1980

Hawaii - Statewide Data

Usual Activity	Total Under 60	Total 60+	60-64	65-69	70-74	75+
Total	798,073	123,726	42,032	35,365	21,867	24,462
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
Working	369,233	26,327	19,110	4,505	1,675	1,037
	(46.3)	(21.3)	(45.5)	(12.7)	(7.7)	(4.2)
Keeping House	82,387	20,916	8,268	5,699	3,197	3,752
	(10.3)	(16.9)	(19.7)	(16.1)	(14.6)	(15.3)
Retired for Health Reasons	3,375	7,626	2,383	2,465	1,367	1,411
	(0.4)	(6.2)	(5.7)	(7.0)	(6.2)	(5.8)
Retired for Other Reasons	7,417	65,441	11,227	22,144	15,237	16,833
	(9.3)	(52.9)	(26.7)	(62.6)	(69.7)	(68.8)
Other	334,442	3,095	903	372	391	1,429
	(41.9)	(2.5)	(2.1)	(1.1)	(1.8)	(5.8)
Unknown	1,219	321	141	180	1/	1/
	(0.2)	(0.3)	(0.3)	(0.5)	(0)	(0)

Excludes persons in institutions, military barracks, Kalawao County or Niihau.
Based on statewide sample survey of 14,407 persons.

Numbers in parentheses are column percentages within the indicated age group for each activity category.

1/Represents zero or rounds to less than one-half of the unit of measurement shown.

Source: Hawaii State Department of Health, Health Surveillance Program, special tabulation.

APPENDIX 4

PERCENT DISTRIBUTION OF EMPLOYED PERSONS BY OCCUPATION

Occupation[1]	1978[2] All Ages	1976[3] 65 and Over	Difference Between All ages and 65+
Professional/Technical Workers	17.2	13.8	3.4
Managers/Administrators/ Executives	8.5	12.6	-4.1
Sales Workers	7.1	13.8	-6.7
Clerical Workers	20.7	8.0	12.7
Craftspersons	10.8	5.8	5.0
Operators & Transportation Workers	8.2	4.6	3.6
Laborers (non-farm)	6.0	16.1	-10.1
Farm Workers	---	6.9	---
Service Workers	21.4	16.1	5.3
Private Household Workers	---	2.3	---
Total	99.9	100.0	

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[1]Occupational descriptions are available at the Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office.

[2]Hawaii Department of Labor and Industrial Relations, Employment Outlook for Industries & Occupations, 1978-1985, pp. 44-63.

[3]U.S. Department of Commerce, Department of Labor, Survey of Income and Employment, 1976.

APPENDIX 5

SELF ESTIMATE OF LIMITATION OF ACTIVITY BY AGE: 1980
Hawaii - Statewide Data

Limitation	Total	Total Under 60	%	Total 60+	%	60-64	%	65-69	%	70-74	%	75+	%
Unable to carry on major activity	11,509	4,816 (0.6)	41.9	6,693 (5.4)	58.1	1,045 (2.5)	9.1	1,072 (3.0)	9.3	912 (4.2)	7.9	3,664 (15.0)	31.8
Limited to amount and type of major activity	16,405	8,676 (1.1)	52.6	7,729 (6.3)	47.5	1,441 (3.4)	8.8	2,004 (5.7)	12.2	1,574 (7.2)	10.0	2,710 (11.1)	16.5
Limited, but not in major activity	21,188	11,539 (1.5)	54.5	9,649 (7.8)	45.5	2,508 (6.0)	11.8	2,548 (7.2)	12.0	2,099 (9.6)	9.9	2,494 (10.2)	11.8
No limitation of activity	259,048	201,756 (25.3)	77.9	57,292 (46.3)	22.2	21,528 (51.2)	8.3	17,262 (48.8)	6.7	10,602 (48.5)	4.1	7,900 (32.3)	3.1
No chronic condition	607,106	566,118 (70.9)	93.3	40,988 (33.1)	6.8	14,850 (35.3)	2.5	12,135 (34.3)	2.0	6,559 (30.0)	1.1	7,444 (30.4)	1.2
Unknown	6,543	5,168 (0.7)	79.0	1,375 (1.1)	21.0	660 (1.6)	10.1	344 (1.0)	5.3	121 (0.6)	1.9	250 (1.0)	3.8
Total	921,799	798,073 (100.1)	86.6	123,726 (100.0)	13.4	42,032 (100.0)	4.6	35,365 (100.0)	3.8	21,867 (100.1)	2.4	24,462 (100.0)	2.7

Excludes persons in institutions, military barracks, Kalawao or Niihau. Based on statewide sample survey of 14,407 persons.

Numbers in parentheses equal the column distribution percentages within age groups for each limitation.

Source: Hawaii State Department of Health, Health Surveillance Program, special tabulation.

APPENDIX 6

U.S. LABOR FORCE PARTICIPATION: 1950-1979

In thousands

	Total Labor Force					Labor Force Participation Rate				Civilian Labor Force				
	Total 16+	16-44	45-54	55-64	65+	Total 16+	45-54	55-64	65+	Total 16+	16-44	45-54	55-64	65+
MALES														
1950	45,446	29,041	8,152	5,800	2,453	86.8	95.8	86.9	45.8	43,819	27,456	8,117	5,794	2,454
1960	48,870	30,543	9,634	6,405	2,287	84.0	95.8	86.8	33.1	46,388	28,128	9,574	6,400	2,287
1970	54,343	34,565	10,487	7,127	2,164	80.6	94.3	83.0	26.8	51,195	31,489	10,417	7,124	2,164
1975	57,706	38,352	10,464	6,984	1,906	78.5	92.1	75.8	21.7	55,615	36,300	10,426	6,982	1,906
1976	58,397	39,249	10,360	6,972	1,816	78.1	91.6	74.5	20.3	56,359	37,250	10,322	6,971	1,816
1977	59,467	40,346	10,231	7,045	1,845	78.3	91.2	74.0	20.1	57,449	38,368	10,192	7,043	1,845
1978	60,535	41,364	10,161	7,088	1,923	78.4	91.3	73.5	20.5	58,542	39,411	10,122	7,087	1,923
1979	61,466	42,309	10,088	7,141	1,928	78.4	91.5	73.0	20.0	59,517	40,399	10,051	7,140	1,928
FEMALES														
1950	18,412	12,662	3,328	1,839	584	33.9	38.0	27.0	9.7	18,389	12,640	3,327	1,839	584
1960	23,272	14,100	5,280	2,986	907	37.8	49.8	37.2	10.8	23,240	14,069	5,278	2,986	907
1970	31,560	19,818	6,533	4,153	1,056	43.4	54.4	43.0	9.7	31,520	19,780	6,531	4,153	1,056
1975	37,087	25,114	6,667	4,244	1,033	46.4	54.6	41.0	8.3	36,998	25,057	6,665	4,244	1,033
1976	38,520	26,485	6,670	4,308	1,058	47.4	55.0	41.1	8.2	38,414	26,378	6,669	4,308	1,058
1977	40,067	27,938	6,698	4,367	1,065	48.5	55.8	41.0	8.1	39,952	27,823	6,697	4,367	1,065
1978	42,002	29,633	6,782	4,469	1,120	50.1	57.1	41.4	8.4	41,878	29,509	6,781	4,468	1,120
1979	43,531	30,946	6,861	4,579	1,145	51.1	58.4	41.9	8.3	43,391	30,807	6,860	4,579	1,145

APPENDIX 6 (Continued)

U.S. LABOR FORCE PARTICIPATION: 1950-1979

In thousands

	Total Labor Force				Labor Force Participation Rate				Civilian Labor Force			
	Total 16+	45-54	55-64	65+	Total 16+	45-54	55-64	65+	Total 16+	45-54	55-64	65+
BOTH SEXES[1/]												
1950	63,858	11,480	7,639	3,047	71.5	79.0	72.5	38.9	62,198	11,444	7,633	3,038
1960	72,142	14,914	9,391	3,194	69.1	79.5	71.0	26.8	69,628	14,852	9,386	3,194
1970	85,903	17,020	11,280	3,220	66.9	79.0	68.3	21.2	82,715	16,948	11,277	3,220
1975	94,793	17,131	11,228	2,939	65.9	77.5	62.6	17.0	92,613	17,091	11,226	2,939
1976	96,917	17,030	11,280	2,874	65.9	77.3	61.7	15.8	94,773	16,991	11,279	2,874
1977	99,534	16,929	11,412	2,910	66.3	77.2	61.4	15.7	97,401	16,889	11,410	2,910
1978	102,537	16,943	11,557	3,043	66.8	77.6	61.1	16.0	100,420	16,903	11,555	3,043
1979	104,997	16,949	11,720	3,073	67.1	78.1	60.8	15.6	102,908	16,911	11,719	3,073

1/Computed using data from sex breakouts above.

Source: Bureau of Labor Statistics, Handbook of Labor Statistics, Bulletin 2070, December 1980.

APPENDIX 7

U.S. EMPLOYMENT AND UNEMPLOYMENT DATA

1950 - 1979

	Employed Persons					Unemployed Persons					Unemployment Rates			
Both Sexes	Total 16+	16-44	45-54	55-64	65+	Total 16+	16-44	45-54	55-64	65+	Total 16+	45-54	55-64	65+
1950	58,918	37,790	10,966	7,265	2,899	3,288	2,306	478	368	137	5.3	4.2	4.8	4.5
1960	65,778	39,477	14,238	8,989	3,073	3,852	2,717	614	396	122	5.5	4.1	4.2	3.8
1970	78,627	48,069	16,473	10,968	3,117	4,088	3,202	476	309	104	4.9	2.8	2.7	3.2
1975	84,783	55,093	16,197	10,711	2,784	7,830	6,264	894	516	155	8.5	5.2	4.6	5.3
1976	87,485	57,751	16,232	10,774	2,727	7,288	5,879	759	505	147	7.7	4.5	4.5	5.1
1977	90,546	60,595	16,221	10,966	2,763	6,855	5,595	668	444	147	7.0	4.0	3.9	5.1
1978	94,373	63,889	16,349	11,217	2,919	6,047	5,031	554	338	123	6.0	3.3	2.9	4.0
1979	96,945	66,227	16,369	11,380	2,969	5,963	4,980	542	338	104	5.8	3.2	2.9	3.4

Source: Bureau of Labor Statistics, Bulletin 2070, pp. 40, 63, and 67.

APPENDIX B

PERCENT DISTRIBUTION OF EMPLOYED AND UNEMPLOYED PERSONS IN U.S. BY AGE: 1950-1979

	Employed					Unemployed				
Both Sexes	Total 16+	16-44	45-54	55-64	65+	Total 16+	16-44	45-54	55-64	65+
1950	99.9	64.1	18.6	12.3	4.9	100.0	70.1	14.5	11.2	4.2
1960	100.1	60.1	21.6	13.7	4.7	99.9	70.5	15.9	10.3	3.2
1970	100.0	61.1	21.0	13.9	4.0	100.0	78.3	11.6	7.6	2.5
1975	100.0	65.0	19.1	12.6	3.3	100.4	80.0	11.4	7.0	2.0
1976	100.0	66.0	18.6	12.3	3.1	100.0	80.7	10.4	6.9	2.0
1977	100.0	66.9	17.9	12.1	3.1	99.9	81.6	9.7	6.5	2.1
1978	100.1	67.7	17.3	12.0	3.1	100.4	83.2	9.2	6.0	2.0
1979	100.1	68.3	17.0	11.7	3.1	100.0	83.5	9.1	5.7	1.7

Source: Bureau of Labor Statistics, Handbook of Labor Statistics, Bulletin 1070, December 1980, pp. 40-41, 63-64.

APPENDIX 9

CHARACTERISTICS OF INSURED UNEMPLOYED - AGE BY DURATION
Hawaii - Statewide Data

Percent Distribution by Duration	Total	1 - 4 Weeks		5 - 14 Weeks		15+ Weeks	
Age	No.	No.	%	No.	%	No.	%
Under 22	699	226	.07	262	.06	211	.05
22 - 24	1,136	319	.10	447	.10	370	.08
25 - 34	4,408	1,181	.36	1,689	.36	1,538	.34
35 - 44	2,895	758	.23	1,038	.22	1,099	.24
45 - 54	1,710	442	.13	644	.14	624	.14
55 - 64	1,407	335	.10	506	.11	566	.12
65+	232	40	.01	55	.01	137	.03
(55+)	1,639	375	.11	561	.12	703	.15
Total	12,487	3,301	1.00	4,641	1.00	4,545	1.00

Percent Distribution by Age	Total		1 - 4 Weeks		5 - 14 Weeks		15+ Weeks	
Age	No.	%	No.	%	No.	%	No.	%
Under 22	699	.99	226	.32	262	.37	211	.30
22 - 24	1,136	1.00	319	.28	447	.39	370	.33
25 - 34	4,408	1.00	1,181	.27	1,689	.38	1,538	.35
35 - 44	2,895	1.00	758	.26	1,038	.36	1,099	.38
45 - 54	1,710	1.01	442	.26	644	.38	624	.37
55 - 64	1,407	1.00	335	.24	506	.36	566	.40
65+	232	1.00	40	.17	55	.24	137	.59
(55+)	1,639	1.00	375	.23	561	.34	703	.43
Total	12,487	.99	3,301	.26	4,641	.37	4,545	.36

Source: Department of Labor and Industrial Relations, Employment Security Automated Reporting System, Age by Duration, Table 66, February 1983.

APPENDIX 10

EMPLOYMENT SERVICES BY AGE

Hawaii - Statewide Data

Percent Distribution By Age	Applicants Available	%	New and Renewal	%	Some Service	%	Post Term Service	%	Inactivated With Some Service	%	Referred To Job	%
19 and Under	5,329	11%	3,857	12%	2,694	15%	1,435	27%	1,160	12%	2,510	16%
20 - 39	31,762	64%	20,419	64%	11,907	67%	3,114	58%	6,886	71%	10,413	67%
40 - 54	8,115	16%	4,925	15%	2,182	12%	547	10%	1,194	12%	1,814	12%
55 and Over	4,152	8%	2,575	8%	991	6%	284	5%	467	5%	822	5%
TOTAL	49,358	99%	31,776	99%	17,774	100%	5,380	100%	9,707	100%	15,585	100%

Percent Distribution By Age	Placed	%	Counseled	%	Tested	%	Referred Support Service	%	JS Workshop/ Job Finding Club	%	Provided Job Development	%
19 and Under	1,435	27%	105	15%	63	17%	76	7%	0	0%	21	13%
20 - 39	3,094	58%	447	63%	289	79%	745	68%	5	83%	121	75%
40 - 54	546	10%	114	16%	12	3%	192	18%	1	17%	15	9%
55 and Over	282	5%	44	6%	2	1%	80	7%	0	0%	5	3%
TOTAL	5,357	100%	710	100%	366	100%	1,093	100%	6	100%	162	100%

Source: Department of Labor and Industrial Relations, Employment Security Automated Reporting System, Degree of Service Provided Selected Applicant Groups, as of May 31, 1983.

APPENDIX II

UNEMPLOYED JOBSEEKERS BY JOB SEARCH METHODS AND AGE: 1972-1979

United States - National Data

	Total Seekers	% Public Employment Agency	% Private Employment Agency	% Employed Directly	% Friends/ Relatives	% Placed/ Answered Ads	% Other	Average Number of Methods
1972								
Total	4,130	28.4	8.8	71.8	13.8	26.0	6.3	1.55
25 - 34	699	33.9	10.9	70.7	15.5	27.6	6.2	1.65
45 - 54	393	31.8	10.7	66.9	13.5	28.8	10.7	1.62
55+	382	27.7	7.1	62.6	16.8	25.4	13.6	1.53
1975								
Total	6,006	29.0	6.9	71.2	14.9	29.4	6.5	1.58
25 - 34	1,245	34.3	9.0	68.6	14.8	32.4	7.0	1.66
45 - 54	596	33.9	8.2	66.6	15.3	29.9	10.2	1.64
55+	491	25.3	6.7	64.4	18.3	18.5	11.4	1.45
1979								
Total	5,015	26.5	6.4	71.1	13.6	30.0	6.5	1.54
25 - 34	1,108	30.7	8.3	68.8	14.0	35.1	6.3	1.63
45 - 54	420	28.3	6.7	66.4	15.0	30.5	9.3	1.56
55+	352	23.6	6.0	60.2	15.9	30.1	11.4	1.47

Source: Bureau of Labor Statistics, Handbook of Labor Statistics, Bulletin 2070, December 1980, p. 87.

APPENDIX 12

PERCENT DISTRIBUTION BY PLACEMENT WAGE RATES

Hawaii - Statewide Data

WAGE RATES	Age									
	19 and Under	%	20-39	%	40-54	%	55 and Over	%	Total	%
Under $3.35	4	10	24	62	5	13	6	15	39	100
$3.35 - $3.84	1,626	38	2,117	50	288	7	193	5	4,224	100
$3.85 - $3.99	20	25	49	60	6	7	6	7	81	99
$4.00 - $4.49	72	8	714	77	97	10	50	5	933	100
$4.50 - $4.99	39	7	455	79	59	10	24	4	577	100
$5.00 - $5.49	25	4	448	80	67	12	18	3	558	99
$5.50 - $5.99	13	4	227	71	58	18	20	6	318	99
$6.00 - $6.49	4	1	219	71	56	18	31	10	310	100
$6.50 - $6.99	3	2	104	77	23	17	5	4	135	100
Over $7.00	7	1	543	70	181	23	44	6	775	100
Total	1,814	23	4,862	62	834	11	383	5	7,893	101

APPENDIX 12 (Continued)

PERCENT DISTRIBUTION BY AGE

Hawaii: Statewide Data

WAGE RATES	Age 19 and Under	%	20-39	%	40-54	%	55 and Over	%
Under $3.35	4	0	24	1	5	1	6	2
$3.35 - $3.84	1,626	90	2,117	44	288	35	193	50
$3.85 - $3.99	20	1	49	1	6	1	6	2
$4.00 - $5.49	72	4	714	15	97	12	50	13
$4.50 - $4.99	39	2	455	9	59	7	24	6
$5.00 - $5.49	25	1	448	9	67	8	18	5
$5.50 - $5.99	13	1	227	5	58	7	20	5
$6.00 - $6.49	4	0	219	5	56	7	31	8
$6.50 - $6.99	3	0	104	2	23	3	5	1
Over $7.00	7	1	543	11	181	22	44	11
Total	1,814	100	4,862	101	834	103	383	103

Source: Employment Security Automated Reporting System Characteristics of Applicants Placed by Wage Rate At Which Placed, May 31, 1983.

APPENDIX 13

HAWAII SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM FUNDING AND ENROLLMENT

Agency	FY 1982			FY 1983			FY 1984		
	Federal Funds	State Cash	Enrollment	Federal Funds	State Cash	Enrollment	Federal Funds	State Cash	Enrollment 1/
Honolulu Community Action Program, Inc. (HCAP)	628,867	—	110	616,309	—	140	704,000	—	143
Department of Social Services and Housing Respite/Companion Programs	—	128,889	44	—	128,623	32	100,260	99,562	34
Hawaii County Office in Aging	214,600	—	60	209,259	—	65	254,000	—	65
Kauai Senior Centers, Inc.	96,551	—	21	94,164	—	18	97,000	—	18
Maui Economic Opportunity, Inc.	132,982	—	25	126,569	—	30	133,000	—	26
Total	1,073,000	128,889	260	1,046,301	128,623	285	1,288,260	99,562	286

1/ As of August 31, 1983.

GEORGE R. ARIYOSHI
GOVERNOR

JOSHUA C. AGSALUD
DIRECTOR

ROBERT C. GILKEY
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

January 3, 1984

Ms. Marcy Huffman
Commission on Manpower & Full
Employment
335 Merchant Street, Room 354
Honolulu, Hawaii 96813

Dear Ms. Huffman:

I began your update study on employment and Hawaii's elderly with great anticipation and was never disappointed. I believe the report to be sound both theoretically and statistically.

Its documentation and verification of the contributions of the elderly in the job market is much needed. The indication of the need of significant members of elderly for employment helps to substantiate findings of Hana Kupuna program to counsel and place those 55 and over.

Thanks to you and the Commission for a job well done. You provide us with the analytical and statistical foundation which strengthens the work of the Department of Labor in serving the employment need of older people.

Sincerely,

Arlie Porter

Arlie Porter

CAP HONOLULU

HONOLULU COMMUNITY ACTION PROGRAM, INC.

838 SOUTH BERETANIA STREET, SUITE 202
HONOLULU, HAWAII 96813
TELEPHONE 521-4531

DISTRICT OFFICES

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Honolulu, Hawaii 96819
Phone 847-0804

LEAHI
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Honolulu, Hawaii 96816
Phone 732-7755

WAIANAE COAST
85-555 Farrington Hwy
Waianae, Hawaii 96792
Phone 696-4261

WINDWARD
47-232 Waihee Road
P.O. Box 792
Kaneohe, Hawaii 96744
Phone 239-5754

January 11, 1984

Ms. Marcia D. Huffman
Manpower Analyst
State Commission on Manpower
and Full Employment
335 Merchant Street, Room 354
Honolulu, Hawaii 96813

Dear Ms. Huffman:

As a gerontologist coordinating the senior citizens employment program at the Honolulu Community Action Program, Inc., I would like to commend you and your staff on the excellence of your report on Employment and Hawaii's Elderly.

A report such as this, which systematically destroys the negative stereotypes affecting the older worker, has long been needed. It is my strong hope that enough copies of this report will be made available to the private sector employers so as to enlighten them of the needs of this growing segment of our population.

If I can be of any assistance to you in the dissemination of this report, please feel free to call me.

Sincerely,

Charles R. Lyden

Charles R. Lyden, MPH, MBA
Coordinator, Senior Community
Service Employment Program

Ruby L. Hargrave
Executive Director

CRL/RLH/jm

APPENDIX 14 (Continued)

OFFICE OF HUMAN RESOURCES

CITY AND COUNTY OF HONOLULU

HONOLULU MUNICIPAL BUILDING, 8TH FLOOR
650 SOUTH KING STREET
HONOLULU, HAWAII 96813 • (808) 523-4341

EILEEN R. ANDERSON
MAYOR

HELEN H. BURNSIDE
DIRECTOR

January 11, 1984

Mr. Richard Aadland, Chair
State Commission on Manpower and Full Employment
335 Merchant Street, Room #354
Honolulu, Hawaii 96813

Dear Mr. Aadland:

The Elderly Affairs Division fully endorses your comprehensive and outstanding report, Employment and Hawaii's Elderly. A report of this kind has been long in coming and will help to promote awareness among the various public and private organizations, businesses, etc. of the employment needs and status of the older population. It is especially valuable in dispelling false myths about the elderly in the job market.

Ms. Huffman has done an excellent job in producing a report which is concise and complete that will serve as a ready resource for those of us in the public sector who deal with planning programs for the elderly.

Sincerely,

Lynette Burns

LYNETTE E. BURNS
Acting County Executive on Aging
Elderly Affairs Division